

EXHIBIT 1158

From: Donna Morris
Sent: Sunday, March 4, 2007 4:36 PM
To: Shantanu Narayen <snarayan@adobe.com>
Cc: Donna Morris <dcmorris@adobe.com>
Subject: confidential - compensation - [REDACTED]
Attach: ValueMatrix for [REDACTED].pdf

Shantanu – I wanted to provide to you an overview of [REDACTED] current compensation (cash / incentive / stock) and a potential framework should we move forward in terms of an offer and approval of the terms by the Comp Committee.

Upon reviewing the framework some background:

- [REDACTED]
- [REDACTED]
- [REDACTED]

I will bring along tomorrow in the event we have a moment to discuss. – He will be interviewing tomorrow with the SF team of BU's and Tuesday with those of us in SJ.

Thanks Donna

Donna Morris
SVP Human Resources

Adobe Systems Incorporated

North American employees with HR-related questions can contact the HR Information Center (HRIC) at x6-HELP (4357) , option 5, or at hric@adobe.com

HIGHLY CONFIDENTIAL



AB_CID005671

ADOBE_005661

CONFIDENTIAL - ATTORNEYS' EYES ONLY